

**Alaska Department of Labor and Workforce Development**  
**Division of Business Partnerships**  
**Summary of FY10 Program Activity, Outcomes**  
**Compiled February 2011**

STATE TRAINING EMPLOYMENT PROGRAM (STEP)

- STEP served 32,230 Alaskans since its inception. In FY10, 2,377 participants (22.1 percent increase from previous year) were trained through 24 grant agreements, totaling \$5.8 million.
- Total STEP funds expended for Unions in FY10 was \$1,927,059.00 and \$1,311,529.00 for Non-Union.
- As of December 31, 2010 STEP awarded \$7 million to 31 grantees and is on track to train at least 3,078 participants by June 30, 2011.
- In FY09, the latest year for which preliminary performance data is available, 92 percent of the persons exiting the STEP were employed within the 12 months following exit from the program.
- STEP participants exiting the program that year had the highest average annual wages following exit, \$41,668, of the 25 training programs measured by Research and Analysis in the Annual Training Program Performance Report.

WORKFORCE INVESTMENT ACT (WIA) YOUTH PROGRAM

- Alaska's WIA Youth program served 1,291 low income youth in FY10. This represented a 13 percent increase from FY09 despite a four percent drop in WIA youth funding.
- Assisted 672 out-of-school youth receive a GED, or high school diploma, a 15 percent increase from previous year.
- In FY10, 62 percent of the WIA participants were classified as out-of-school youth. This is nearly a 25 percent increase from FY09 in out of school youth. Alaska's growing dropout rate is a major factor for the increase in out-of-school youth represented by a 46 percent increase in enrollments for younger youth classified as out of school.

- The WIA Youth Program developed 16 partnerships in the form of grant agreements and over 103 related partnerships developed by our grantees within their respective communities.

#### WIA ADULT, DISLOCATED WORKER AND STATEWIDE ACTIVITIES PROGRAMS

- FY10 WIA Adult, Dislocated Worker (DW) and Statewide Activities programs: Provided \$9,640,341.00 in training funds to 18 grantees who provided workforce development services to 1,643 adult participants
- The Adults and Dislocated Workers trained in Alaska Workforce Investment Board priority industries continue to exceed the 60 percent target with FY10 performance of 72 percent.
- FY 11 the Division awarded \$7,287,813 in grants and RSAs to 16 grantees and expects 1600 adults and dislocated workers will receive training even with a 24 percent decline in overall funding from FY10.

#### WIA NATIONAL EMERGENCY GRANT (NEG) FOR ON-THE-JOB TRAINING

- The state received \$715,684 in NEG funding to encourage re-employment of at least 50 Alaskan impacted workers return to employment.

#### ALASKA PIPELINE WORKER TRAINING PROJECT (APWTP)

- In FY10, 642 Alaskans were trained in occupations related to the construction, operation and maintenance of an Alaska gas pipeline through eight grantees.
- Under the APWTP registered apprenticeship was encourage as a preferred service delivery strategy through local job centers. As a result registered apprenticeship is the second most common training service provided through the job centers exceeded only by traditional post secondary classroom training programs.
- More than 160 Alaskans were enrolled in registered apprenticeship programs such as geophysical core driller, surveyor technicians, electrical and other priority occupations.
- In FY11, the Division award nearly \$2 million to six grantees to support training of 977 participants through local job centers, the Fairbanks pipeline worker

training center and regional training centers including AVTEC throughout the state.

#### RAPID RESPONSE

- FY10, the Rapid Response team worked with 87 different companies that laid off 1,884 workers (UPS experienced significant pilot layoffs with over 150 pilots based in the Anchorage hub losing their jobs).
- FY 10, the Division awarded \$534,950 to the University of Alaska, Alaska Small Business Development Center (Alaska SBDC), to deliver a Rural Outreach Program for Entrepreneurs (ROPE) in both Southeast Alaska and Western Alaska. During ROPE's third year in Southeast Alaska, 478 individuals attended workshops and the area saw \$2.2 million in capital infusion. During ROPE's first year in Western Alaska, 457 individuals attended workshops, 45 new jobs were created, eight new businesses started up and 20 jobs were retained.
- The moratorium on Outer Continental Shelf drilling imposed in FY10 meant that Shell Oil's 2010 drilling program was postponed, which resulted in the loss of 700 to 800 direct and indirect jobs in Alaska. The recent decision by Shell Oil means that it will be at least another year before these jobs are likely to return.
- In Western Alaska, 457 individuals attended workshops, 45 new jobs were created, eight new businesses started up and 20 jobs retained with that area benefitting from \$9 million in capital infusion.

#### ALASKA STATE ENERGY SECTOR PARTNERSHIP (ASESP)

- Alaska was one of 34 states to receive a competitive Federal award of \$3.6 million dollars to train 700 new and incumbent workers in the emerging industries of renewable energy and energy efficiency by January 2013.
- Alaska's Apprenticeship and Training Coordinator Association (AATCA) agreed to train 188 participants in energy efficiency related skills in FY11. As of December, AATCA trained 72 participants and placed 39 in employment.
- Alaska Energy Authority (AEA) plans to credential 86 participants in Bulk Fuel Operations and Maintenance and Advanced Power Plant Operators with a Wind Technician component in FY11. To date 27 have completed training and entered employment.

- The Division is soliciting grant applications for training in areas of wind turbine, hydroelectric, biomass, and geothermal power generation, and weatherization and rehabilitation of public facilities, commercial facilities and multi-residential facilities. Successful projects will demonstrate partnerships, leveraging, outcomes, provide for sustainability, and credentialing trainees who successfully complete the training.
- The ASESP is a partnership focused on the renewable energy and energy efficiency workforce. The partnership consists of ten agencies and organizations, including Alaska Housing Finance, Alaska Energy Authority, and the University of Alaska.

#### DENALI TRAINING FUND AND YOUTH TRAINING FUND

- FY10 marked the tenth year of partnering with the Denali Commission to build a skilled rural workforce resulting in 3,681 participants trained as of December 31, 2010.
- In FY10, the Division awarded \$ 647,422 in grant funds to 11 grantees resulting in 390 participants trained in Denali Commission infrastructure projects.
- In FY10, the Division awarded \$619,023 in grant funds to 12 grantees which provided training services to 583 in school and out of school rural youth; including four school districts.

#### ALASKA GASLINE TRAINING PROGRAM (\$585 GF)

- In FY10 the \$585 GF program for training in gas line construction, operations and maintenance related occupations provide 119 participants with training and employment assistance.
- In FY10 the program contributed four new training programs including geothermal driller registered apprenticeship, Bus and Truck Mechanics, Millwrights and Freight drivers.
- Nearly 45 percent of the FY10 funding was expended in support of rural residents.
- For FY11, all funds are obligated for: Naknek Electric-cooperative agreement to provide OJT training to ten registered geothermal driller apprentices and train

ten new apprentices in the King Salmon and Bristol Bay Region. (\$198,526); Galena School District-cooperative agreement with Warbelow Air to train eight rural Aircraft Dispatchers (\$72,262) in the Galena & Interior Region; Arctic Resource Group LLC - cooperative agreement for WIFI, Fiber Optic, and Military Specifications & Ruggedized Connections training in the Bristol Bay and Interior Region for eight apprentices (\$83,579); Alaska Forum on the Environment-cooperative agreement to develop curriculum for Environmental Technicians in the Anchorage and Central region (\$85,414); and, Prince William Sound Community College- to develop Phase II of the Millwright Certification program in Valdez and train 12 millwright participants to be recruited by Arctic Slope Regional Corporation, Alyeska Pipeline and Kensington Gold Mine.

#### ALASKA YOUTH FIRST PROGRAM

- In FY10, the Alaska Youth First Program awarded 18 grants for more than \$1.9 million, which provided services to 30,116 youth.
- The Alaska Youth First Program provided 73,324 services to participants in FY10. More than 1,100 participated in paid work experience while 46 teachers successfully completed industry externships in healthcare, construction, mining and energy industries.
- The Alaska Youth First Program provided services in 102 schools across the state, representing 27 school districts.
- In FY10, 10,340 youth participated in work experience, youth employability skills training, and applied academic training as part of their preparation for employment and vocational technical education.
- Among Youth First grantees, 546 organizational and industry partnerships were developed to prepare Alaska's youth for the workforce. Examples of partnership agencies and organizations include: Job Corp, Alaska Military Academy, school districts, job centers, and various vendors who hire youth for work experience.
- Partnerships in the Teacher Industry Externship program include industry hosts: Cornerstone Construction, National Electrical Contractors Association of Alaska, Usibelli Coal Mine, Pebble Mine, Arctic Slope Regional Corporation, British Petroleum, Conoco Phillips, Providence Hospital, Alaska Children's Services,

Banner Health, Bristol Bay Health Corporation, the VA Hospital and Palmer Senior Citizen's Center.

- In FY11, 19 career guides are currently working across the state in Anchorage, Bethel, Dillingham, Fairbanks, Juneau, Kenai, Ketchikan, Kodiak, Mat-Su, Nome, and Sitka providing outreach to youth in over 73 rural communities including Alakanuk, Scammon Bay, Wales, and Ouzinki on Kodiak Island. The career guide model is recognized as a national best practice; several states are emulating the model.
- In FY10, the Youth First Initiative leveraged one-time federal funds to support three career guides, two of them in rural locations, and one new position at the Anchorage School District's King Career Center dedicated to the healthcare industry in response to the industry's demand for new workers.

#### ALASKA CONSTRUCTION ACADEMY

- FY10, nine construction academies across in Anchorage, Fairbanks, Juneau, Kenai Peninsula, Ketchikan, Mat-Su, Bethel, Kodiak, and Nome provided 4,522 participants training or industry certification in a construction related occupation.
- The Alaska Construction Academy served 107 participants through three new rural academies in Bethel, Kodiak, and Nome.
- In FY10, the Alaska Construction Academy was recognized by Construction Users Roundtable (CURT) Workforce Development Award for the 2nd year as an innovative training program that encourages individuals pursue a career in the construction industry.
- In FY10, the Alaska Construction Academy increased the number of participants by nearly 40 percent compared to FY09 due to increased enrollments in numerous academies across the state. The increase is contributed to expansion into the rural areas as well as improvement of outreach strategies. Youth and adult enrollments have steadily increased in all academies with the greatest number occurring in Mat-Su. Youth attending the Mat-Su construction academy increased from 500 to 1,728 students, or approximately 245.5 percent.

#### TECHNICAL AND VOCATIONAL EDUCATION PROGRAM/GENERAL FUND

- The Division administered \$1,195,000 in supplemental General Fund support to three of the Regional Training Centers, which included grants to Alaska Technical Center, Northwest Alaska Career and Technical Education Center (NACTEC), and Southwest Alaska Vocational Center (SAVEC)
- For FY 10, the Regional Training Centers reported serving 1,612 participants through the TVEP and GF grants.
- In FY 10, the Division administered six grants totaling \$2,739,500 in Technical and Vocational Education Funds. These grants were provided to the: Northwest Alaska Career and Technical Education Center (NACTEC), Nome; Alaska Technical Center, Kotzebue; Southwest Alaska Vocational Education Center (SAVEC), King Salmon; Yuut Elitnaurviat, Bethel; New Frontier Vocational Education Center, Soldotna; and Partners for Progress in Delta, Delta Junction.

State Training and Employment Program  
FY10-12 Funding Allocations

	2010	2011	FY 10 - 11	2012	FY 11 - 12
	Actuals	Available	Difference	Requested	Difference
<b>Employment Security Division</b>					
Work Svc and SCSEP Match	264,602	333,709	69,107		
Employment and Training Services	1,638,519	2,100,000	461,481		
ESD UI Collection System Direct Appropriation	323,901	378,500	54,599		
<b>Employment Security Allocation</b>	<b>2,227,023</b>	<b>2,812,209</b>	<b>585,186</b>		
<b>Division of Business Partnerships</b>					
STEP Operations Cost	334,278	416,279	82,001		
<b>Available for Grant Solicitation/Renewals</b>	<b>3,772,424</b>	<b>5,141,412</b>	<b>1,368,988</b>		
AWIB Operations RSA	76,902	70,000	-6,902		
R&A Performance Reporting	91,774	110,000	18,226		
<b>SFY 2010 Business Partnerships Allocation</b>	<b>4,275,378</b>	<b>5,737,691</b>	<b>1,462,313</b>		
<b>Combined Total STEP Budget DOLWD</b>	<b>6,502,400</b>	<b>8,549,900</b>	<b>2,047,500</b>		
<b>STEP Allocation DOLWD and Dept of Corrections</b>					
Business Services	6,178,500	8,171,400	1,992,900	8,186,900	15,500
Unemployment Insurance	323,900	378,500	54,600	389,200	10,700
Department of Corrections	0	150,000	150,000	150,000	0
<b>Total STEP Allocation</b>	<b>6,502,400</b>	<b>8,699,900</b>	<b>2,197,500</b>	<b>8,726,100</b>	<b>26,200</b>

***S*ate *T*raining and *E*mployment *P*rogram**  
**Financial Review**  
**For the Period**  
**July 1, 2008 - June 30, 2009**

Prepared by:  
STEP Staff

Alaska Department of Labor and Workforce Development  
Division of Business Partnerships

January 2011

## FINANCIAL REVIEW FOR FY09

<b>Total Program Revenue</b>	
Revenue Balance Beginning of year:	\$4,591,100
Revenue this year:	<u>6,449,800</u>
<b>Total Revenue Available:</b>	<b>\$11,040,900</b>

<b>Administration Expenditure, by budget line item:</b>	
Personal Services 71000	\$235,843
Travel 72000	9,867
Contractual 73000	93,585
Supplies 74000	5,929
Equipment 75000	0
Grants 77000	<u>98,962</u>
<b>Total Administration Expenditures:</b>	<b>\$444,186</b>

<b>Training and Other Services, by Program Element:</b>	
Industry Specific Training	\$3,030,641
On the Job Training	107,865
Job Linked Training	84,421
Support Services	2,584,221
Relocation Assistance	0
Reimbursable Support	<u>2,454</u>
<b>Total Training and Other Services:</b>	<b>\$5,809,602</b>

<b>Cost per participant Served: \$5,809,602/2,278 =</b>	<b>\$2,550</b>
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<b>Cost per participant Exited: \$5,809,602/1,948 =</b>	<b>\$2,982</b>
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<b>Total UI Expended</b>	<b>\$313,870</b>
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Note: UI received a direct appropriation, separate from DBP.

<b>Total Expended</b>	<b>\$6,567,658</b>
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<b>Revenue Balance as of June 30, 2009</b>	<b>\$4,473,242</b>
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Note, the difference between the number of participants Served and the number Exited, indicates that some participants have not completed training within the fiscal year and will be Exited upon completion of training and needed support services. The number of participants served and exited includes persons served by more than one provider.

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Financial Review for FY10

<b>Total Program Revenue</b>	
Revenue Balance Beginning of year:	\$ 5,961,700
Revenue this year:	\$ 6,378,800
<b>Total Revenue Available:</b>	<b>\$ 12,340,500</b>

<b>Administration Expenditure, by budget line item:</b>	
Personal Services	71000 \$ 202,269
Travel	72000 \$ 4,549
Contractual	73000 \$ 16,209
Supplies	74000 \$ 2,524
Equipment	75000 \$ -
Grants	77000 \$ 84,994
<b>Total Administration Expenditures</b>	<b>\$ 310,545</b>

<b>Training and Other Services, by Program Element:</b>		
MIS Code 43	Industry Specific Training	\$ 2,994,661
MIS Code 42	On the Job Training	\$ 107,865
MIS Code 44	Job Linked Training	\$ 84,421
	Support Services	\$ 2,356,985
MIS Code 46	Relocation Assistance	
MIS Code 38	Reimbursable Support	
<b>Total Training and Other Services:</b>		<b>\$ 5,543,932</b>

<b>Cost per Participant Served:</b>	<b>2,377</b>	<b>\$ 2,332</b>
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MIS Participant Data as of 8/13/2010

<b>Cost per Participant Exited:</b>	<b>1,992</b>	<b>83.8%</b>	<b>\$ 2,783</b>
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<b>Total UI Expended</b>	<b>\$ 323,901</b>
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<b>Total Expended</b>	<b>\$ 6,178,378</b>
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<b>Unaccounted Expenses</b>	<b>\$ 335,400</b>
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<b>Revenue Balance as of June 30, 2010</b>	<b>\$ 5,826,722</b>
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Notes:

1	All dollar amounts are linked to the Expended Tab.
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2	Cost per Participant Served/Exited - count is based on projected participants to be served and an Exit rate of 90%. The count should be updated based on the final count from MIS at the end of the FY.
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3	Total UI Expended - amount needs to be updated based on the actual expended from AKSAS as of the end of the FY. The current amount is the authorized amount in AKSAS for the STEP UI AR 28516.
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4	Training and Other Services - should be updated at the end of the FY based on actual costs entered in the MIS for each item, except for Industry Specific Training and Support Services. These amounts are based on the total expended and reported in AKSAS. The other activities will reduce the totals reflected by AKSAS. A query needs to be requested at the end of the FY to have these other training and support costs pulled from the MIS cost data.
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5	Revenue this year - need to update based on actual revenue after 6/30/2010, AKSAS Management Report 199486, Fund (FU) 11134, Section XL, Num 60000, Account RU.
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**ALASKA DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT**

**Division of Business Partnerships**

**State Fiscal Year 2010 STEP Grants**

FY10 STEP Grantees	Original Award	Amended Amount	New Total Award	Expended	Participants
AGC of America Carpenters L.U. 1243	298,173	(62,934)	235,239	(235,239)	90
Local 190 JATP Roofers	57,083	(6,464)	50,619	(50,619)	15
UA MAPTS Rigging	112,346	(80,878)	31,468	(31,468)	49
AK Joint Electrical Apprenticeship - Basic	335,585	(149,730)	185,855	(185,855)	79
AK Joint Electrical Apprenticeship - Welding	104,136	(23,656)	80,480	(80,480)	125
AK Laborers Training School	359,016		359,016	(359,016)	355
AK Operating Engineers, Apprentice	400,000		400,000	(400,000)	236
AK SC/SE Sheet Metal Workers	159,228	(23,659)	135,569	(135,569)	33
AK Trowel Trades Apprenticeship Trust	130,326	(16,355)	113,971	(113,971)	29
ASRC Energy Services	223,595	(11,320)	212,275	(212,275)	51
AGC/ Piledrivers Local 2520 JATP	149,236	(6,430)	142,806	(142,806)	30
Ironworkers Local 751 JATC	128,252	(16,550)	111,702	(111,702)	40
Raven Electric	118,975	(12,437)	106,538	(106,538)	34
SW AK Vocational & Education Center	171,267	(6,444)	164,823	(164,823)	40
Westward Seafood Apprenticeship	5,960	(5,960)	-	-	0
AK Works Partnership	162,011		162,011	(162,011)	60
RurAL CAP	31,124		31,124	(31,124)	20
Anchorage Area Pipe Trades Local 367	85,518	(19,061)	66,457	(66,457)	15
AK Teamster - Tech Eng Upgrade Trng	54,777	(26,183)	28,594	(28,594)	6
Tanana Chiefs Conference	62,201	(10,897)	51,304	(51,304)	11
Fairbanks Alaska Area Plumbers & Pipefitters JATC Local 375	22,205	(5,454)	16,751	(16,751)	30
AK Native Tribal Health Corp	233,005	(25,348)	207,657	(207,657)	19
AK Railroad	101,572		101,572	(101,572)	11
Northern Industrial Training	122,800		122,800	(122,800)	40
AK Works Partnership	99,957	20,000	119,957	(119,957)	171

<b>Total Grants:</b>	<b>3,728,348</b>	<b>(489,760)</b>	<b>3,238,588</b>	<b>(3,238,588)</b>	<b>1,589</b>
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ESD AJCN	1,480,000	150,827	1,630,827	(1,630,827)	788
Work Services/SCSEP Match	269,030	(4,428)	264,602	(264,602)	
ARRA SCSEP	34,146	(4,530)	29,616	(29,616)	
SCSEP Sup	33,333		33,333	(33,333)	
ESD AJCN, Unbudgeted	293,200		293,200	(293,200)	

<b>Total RSA's:</b>	<b>2,109,709</b>	<b>141,869</b>	<b>2,251,578</b>	<b>(2,251,578)</b>	<b>788</b>
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<b>Total Grants and RSA's:</b>	<b>5,838,057</b>	<b>(347,891)</b>	<b>5,490,166</b>	<b>(5,490,166)</b>	<b>2,377</b>
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**ALASKA DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT**

**Division of Business Partnerships**

**State Fiscal Year 2011 STEP Grants**

FY11 STEP Grantees	Original Award	Amended Amount	New Total Award	Expended
AK Power and Telephone	30,364	(9,424)	20,940	(20,940)
AK Teamster - Freight Over the Road	179,534		179,534	(549)
AK Joint Electrical Apprenticeshp & TT	315,414		315,414	(1,260)
AK SC/SE Sheet Metal Workers	242,121		242,121	(51,172)
AK Operating Engineers/Employers TT	495,000		495,000	(131,710)
AK Regional Hospital	15,460		15,460	-
AK Works Partnership, Inc. (Apprentice Support Services)	352,500		352,500	(82,726)
Anchorage Vineyard Family Resource Center	23,308		23,308	(17,518)
AGC/Piledrivers Local 2520 JATP	147,203		147,203	(37,555)
Carlile Transportation Systems	208,151		208,151	(79,888)
Rural AK CAP	141,088		141,088	(54,120)
Construction Education Foundation	300,689		300,689	-
Center EE, CDL Venetie & Tanacross	94,986	18,634	113,620	(27,767)
Center EE, Haz-mat Combo	152,564		152,564	(30,177)
Winterberry Parent's Guild	55,400		55,400	(27,700)
AK Laborers Training School	378,947		378,947	(127,669)
AK Works Partnership, Weatherization	283,870		283,870	(32,974)
Wrangell Medical Center	41,591		41,591	-
Ironworkers Local 751 JATC	180,262		180,262	(9,534)
Raven Electric, Inc	109,690		109,690	(27,550)
Alaska Regional Hospital	11,253		11,253	(5,890)
Alaska Trowel Trades	70,818		70,818	(6,185)
Center for Human Development	95,535		95,535	-
Fairbanks Carpenters Training Center	132,141		132,141	(25,962)
Fairbanks Area Plumbers & Pipefitters Joint Apprenticeship	41,679		41,679	(5,890)
SAVEC GMT Boot Camp-CH2MHill	185,130	3,000	188,130	-
UAS Sitka			-	-
ASRC Energy Services	212,189		212,189	-
UAA Statewide Corporate Programs	145,300		145,300	-
<b>Total Grants:</b>	<b>4,642,187</b>	<b>12,210</b>	<b>4,654,397</b>	<b>(804,736)</b>
ESD AJCN	1,956,863		1,956,863	(700,492)
Work Services/SCSEP Match	333,709		333,709	(98,834)
ESD NEG	143,137		143,137	-
Labor Market information			-	-
<b>Total RSA's:</b>	<b>2,433,709</b>	<b>-</b>	<b>2,433,709</b>	<b>(799,326)</b>
<b>Total Grants and RSA's:</b>	<b>7,075,896</b>	<b>12,210</b>	<b>7,088,106</b>	<b>(1,604,062)</b>

**ALASKA DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT**

**Division of Business Partnerships**

**State Fiscal Year 2011 STEP Grants**

FY11 STEP Grantees	Projected # Participants
AK Power and Telephone	7
AK Teamster - Freight Over the Road	9
AK Joint Electrical Apprenticeshp & TT	200
AK SC/SE Sheet Metal Workers	40
AK Operating Engineers/Employers TT	225
AK Regional Hospital	266
AK Works Partnership, Inc. (Apprentice Support Services)	14
Anchorage Vineyard Family Resource Center	12
AGC/Piledrivers Local 2520 JATP	25
Carlile Transportation Systems	21
Rural AK CAP	39
Construction Education Foundation	300
Center EE, CDL Venetie & Tanacross	18
Center EE, Haz-mat Combo	26
Winterberry Parent's Guild	8
AK Laborers Training School	325
AK Works Partnership, Weatherization	10
Wrangell Medical Center	12
Ironworkers Local 751 JATC	14
Raven Electric, Inc	10
Alaska Regional Hospital	50
Alaska Trowel Trades	20
Center for Human Development	78
Fairbanks Carpenters Training Center	60
Fairbanks Area Plumbers & Pipefitters Joint Apprenticeship	85
SAVEC GMT Boot Camp-CH2MHill	40
UAS Sitka	
ASRC Energy Services	60
UAA Statewide Corporate Programs	144

Total Grants:	2,118
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ESD AJCN	800
Work Services/SCSEP Match	
ESD NEG	50
Labor Market information	

Total RSA's:	850
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Total Grants and RSA's:	2,968
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